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### **KDVFD New Recruit Information Sheet**

New recruits will be expected to participate in a training program which will cover much of what a Paid-on-call Firefighter will have to deal with. Recruits are required to participate in all training sessions before being issued a pager. Should a recruit be unable to make a session, they'll need to make alternate arrangements with the Keremeos Fire Department trainer.

After successful completion of the training program, new recruits (other than students) may be given a pager providing the following criteria is met.

- Retain training knowledge provided.
- Comprehend and understand the importance of Safety.
- Able to demonstrate the skills learned.
- Show's enthusiasm and initiative
- Works well within a team environment
- Understands and follows instructions.
- Physically capable of performing the duties required.
- Meets or exceeds attendance requirements.

Once the recruit has received a pager, they can respond to calls, but they cannot get on the first out vehicle unless asked by the incident commander (IC). During a callout, the recruit must observe and shadow a senior firefighter.

New recruits will be on probation for a period of 12 months with evaluations discussed with individual recruits on the 6<sup>th</sup> and 12<sup>th</sup> month. At the end of probation period, the fire department evaluation committee may recommend if the recruit will be inducted as a full member or if a further probation period is warranted.

To become a full member, recruits will be evaluated on the following criteria:

- Safety conscious.
- Attendance requirements.
- Attitude.
- Job performance.

- Overall fit within the department

### **High School Student Recruits**

Keremeos Fire only has space for 4, pager carrying students. If a vacancy becomes available and there are students in reserve, the student that meets all criteria will be given a pager and will respond to call outs, if available.

- It is recommended that during class, students only respond to a second page, requesting more manpower.
- Students must turn off their pager during exams.
- Under no circumstance are students permitted to respond to calls during exams
- Students will not receive a pager until their 16<sup>th</sup> birthday, providing there is a vacancy and they have met all requirements.
- Students will be classed as a student until proof of high school graduation or equivalency, or their 19<sup>th</sup> birthday.
- **Depending on the incident type and the description announced by dispatch and, the incident commander's discretion, students may be permitted on first out apparatus.**

I have read, understand, and agree with the above.

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

To be submitted with application